

Summary of Employee Benefits

EMPLOYEE BENEFITS PROGRAMS AS ADMINISTERED BY FLUOR HANFORD, INC.

Fluor Hanford, Inc. (FH) offers a comprehensive benefit program for employees of FH and its principal subcontractors; CH2M HILL Group (CHG); the Environmental Remediation Contractor (Bechtel Hanford, Inc. and its major subcontractors) and the River Protection Project. Plans are outlined below. Specific plan provisions as well as required employee premiums/contributions are subject to change at any time.

MEDICAL CARE BENEFITS

Eligible employees have the choice of medical plans for themselves and eligible dependents. Annual open enrollments offer the opportunity to change plans. Employees contribute a small share of the cost of these plans. Refer to the employee contribution schedule for rates for each of these plans. Each plan provides a high level of coverage for services needed for the care and treatment of illness and injury. The plans are:

1. Preferred Provider Organization (PPO)

This plan covers most expenses for health care services from any qualified provider. The plan pays a majority of the incurred medical expenses after an annual deductible has been met. Employees electing this plan can receive medical care from any qualified provider. Under the PPO, the reimbursement is significantly greater if care is received from one of the network providers nationwide who are participants in the PPO.

2. Group Health Northwest (GHNW) Health Maintenance Organization (HMO)

This is a managed care plan where employees and dependents select a GHNW contracted primary care physician who provides their care, referring them to other GHNW contracted providers and facilities when needed. There is no annual deductible, and most services require only a small copayment from the individual. Behind the scenes is a system designed and monitored by physicians to ensure that patients see only top-qualified providers and receive the appropriate care at the right time. In addition, GHNW HMO offers a wide variety of "wellness" and preventive services.

3. Options Point of Service (POS) Plan

This plan offers members a combination of in- network managed services found in the GHNW HMO and "out-of-network" services which can be from any qualified provider. Like the HMO, in-network services usually require only a small copayment and there is no annual deductible. Out-of-network services are subject to an annual deductible and a copayment, typically 20 percent of remaining covered expenses up to an annual out-of-pocket limit.

VISION BENEFITS

All eligible employees are provided vision care benefits at no additional cost. Specific coverage is tied to the medical coverage elected by the employee.

1. United Healthcare PPO

Covered by the "Vision Care Plan" which is administered by United Healthcare. This plan covers 85 percent of reasonable and customary charges up to a total of \$150. There is no deductible. Eye exams are covered once per calendar year and hardware every two years.

2. GHNW HMO

Covered by the GHNW vision plan which covers an annual exam and hardware every two years. Services must be obtained through a GHNW Vision Center or otherwise authorized by GHNW. A small copayment is required.

3. Options POS

Plan includes in-network vision benefits similar to the GHNW HMO. A small copayment is required for some services. As an alternative, the plan will assist in paying the costs for out-of-network examinations annually, and for the purchase of hardware every two years.

DENTAL BENEFITS

There are three dental plans available to employees and eligible dependents. Dental assistance is provided automatically unless the employee elects one of the other contributory plans.

1. Dental Assistance

Regular full and part-time employees are automatically covered by the Dental Assistance Plan. There is no employee contribution for this plan. Dental Assistance will reimburse a portion of employee/dependent dental expenses according to a fixed schedule of benefits. There is a \$25 per person/\$75 per family annual deductible applicable to all expenses except those for diagnostic and preventive services. The plan will pay up to \$1,000 per person per year (excluding orthodontia). Orthodontia coverage is included which will pay 50 percent of covered expenses up to a lifetime maximum of \$1,000 per person.

2. Dental Plus

Like Dental Assistance, Dental Plus reimburses expenses according to a fixed schedule of benefits. It, too, has a \$1,000 annual maximum for expenses other than orthodontia. It differs from Dental Assistance as follows: the schedule of benefits offers a higher level of reimbursement, the lifetime orthodontia maximum of \$1,200. There is a required employee contribution of \$10.40 per month.

3. Willamette Dental of Washington (WDW)

Under this plan, dental services are provided by any of the WDW facilities in Washington and Oregon including one located in Kennewick. The participant pays a \$15.00 copayment for each visit plus a scheduled amount for each service received. The employee contribution for this plan is currently \$11.00 a month.

RETIREMENT PLANS

The Company offers two qualified retirement plans, a 401(k)/401(a) defined contribution "Savings Plan", and a defined benefit Pension plan.

1. Savings Plan

Employees can contribute a minimum of 1 percent up to a maximum 50 percent of base pay on a pre-tax or after-tax basis or combination of the two. The Company matches up to 4 percent of the employee's savings contribution of 5 percent of base pay. Employee and Company contributions can be invested into any of thirteen funds. The plan also includes a loan provision.

2. Pension Plan

This non-contributory retirement plan will pay a monthly benefit to vested participants upon retirement. A lump sum benefit option is also available. These benefits are in addition to any Social Security benefits for which the retiree may be eligible. Retirement benefits are based on average pensionable earnings during the highest 60 of the last 120 months of employment and years of benefit service.

Participants in the Hanford Operations and Engineering (O&E) Pension Plan, HAMTC Pension Plan, and HGU Pension Plan are 100 percent vested in benefits with three vesting years. Participants in the HGU Pension Plan are 100 percent vested with five vesting years.

LIFE INSURANCES

1. Basic Life/Accidental Death and Dismemberment (AD&D)

This plan provides employees under age 65 with basic life insurance equal to two times annual base salary plus an additional AD&D coverage of one times base annual salary. Reduced coverage is available for active employees over age 65. The current employee cost for this coverage is two-tenths of one percent of base salary. Salaried employees can waive this level of coverage and receive one times base annual salary at no employee cost.

2. Personal Accident Insurance (PAI)

This program offers accidental death coverage for employees of up to \$250,000), and their spouses (up to one-half the employee's coverage). Coverage is in effect 24 hours a day, worldwide. Current employee rates are \$.50 per month per \$10,000 in coverage for employees and \$.40 per month for spouse coverage.

3. Dependent Life Insurance

Bargaining unit employees are offered this optional plan offers life insurance for eligible dependents. Coverage amounts range from \$5,000 to \$30,000 for your spouse, and up to \$2,000 per dependent depending on age. Employee premium rates are based the coverage elected and change periodically based on experience.

Salaried employees are offered this optional coverage in amounts which range from \$10,000 to \$40,000 for a spouse and/or an additional amount of \$5,000 for eligible children.

4. Group Universal Life (GUL)

Optional, employee-paid GUL insurance is available. It provides portable coverage for employees and families. Additionally, this program offers a cash accumulation account. This program is underwritten by CIGNA and is administered by Johnson & Higgins/Kirke Van-Orsdel, Inc. (J&H/KVI).

Direct questions to GUL at 1-800-642-5726.

The cost for GUL coverage is based on the amount of coverage and the covered individual's age. Employees can elect coverage for themselves of up to four times their base annual salary rate and spouse coverage of up to three times the employee's base annual rate. Coverage is also available for dependent children.

5. Business Travel Accident

The company also provides benefits for death or certain injuries which occur while traveling on Company approved business. There is no employee cost for this coverage.

FLEXIBLE SPENDING ACCOUNTS (FSA's)

Two FSA's, Health Care and Dependent Care, allow employees to set aside money on a pre-tax basis for the purpose of paying for unreimbursed health care or dependent care expenses. Dependent care is **not** health care for dependents but a daycare reimbursement account. Employees can set aside up to \$5,000 annually in the Dependent Care FSA and up to \$2,500 in the Health Care FSA.

DISABILITY BENEFITS

The Company provides for income replacement in the event an employee is disabled due to illness or non-work-related injury. There is currently no employee contribution required for these coverages.

1. Short-Term-Disability (STD)

The STD plan pays income benefits for up to 180 days in the event an employee cannot work due to a qualifying disability. The current STD benefit is 65 percent of the employee's base pay rate in effect on the last day worked. In addition, salary continuance or PTB, if available, can be used to supplement the STD payment up to 100 percent of the employee's pay rate.

2. Long-Term Disability (LTD)

This program provides income benefits in the event the qualifying disability continues for more than six months. LTD benefits currently replace 50 percent of the employee's pay rate up to a maximum of \$4,000 per month. LTD benefits are also coordinated with Social Security Disability payments and with any other State or Federal disability plans for which the employee may be eligible. The LTD plan will combine with any such disability payments to yield a benefit of no more than 60 percent of base pay.

ADDITIONAL BENEFITS

1. Personal Time Bank

Fluor Hanford, Inc. and its Project Hanford Management Contract Subcontractors provide eligible employees a Personal Time Bank (PTB), for leisure time off (vacation), personal time off, facility closure days (holidays), time lost from work due to illness or injury, family emergencies or medical/dental appointments.

PTB contains time (formerly vacation) accrued based on your years of active service from 80 hours per year for employees with less than five years of service to 200 hours per year for employees with 20 or more years of service.

Your PTB account also accrues 72 hours of designated facility closure time plus an additional 8 hours per year that can be designated by the employee, for a total of 80 hours.

And finally, 40 hours of PTB is accrued for sick/personal time for exempt employees and 56 hours is accrued for salaried non-exempt and HAMTC-represented employees.

For specific information about the Personal Time Bank, see [HNF-PRO-73](#), Personal Time Bank and Other Absences.

2. Hanford Guards Union Vacation

Employees who are represented by the Hanford Guards Union accrue vacation based on active service with a maximum accrual of 200 hours per year for 20 or more years of service. Hanford Guards union members receive ten paid holidays per year.

3. Service Awards

A service award program recognizes service in 5-year increments.

4. Workers Compensation

Benefits may be available in the event of occupational injury or illness.

5. Severance Benefits

Your Company endeavors to provide steady employment to the greatest practical extent. However, as added protection, severance benefits are available to employees with greater than one year of service. You may also be eligible to receive unemployment compensation from the State. Individual eligibility and the amount of compensation available will be

determined according to State law. Although such unemployment benefits would be paid by the State, the Company actually pays the cost through unemployment insurance premiums.